

Ebsv Community Development Inc

Executive Director / CEO

EIN 812826561

CA · NTEE L80

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Janice E Jensen, Executive Director / CEO** (\$28,109) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Janice E Jensen — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L80).

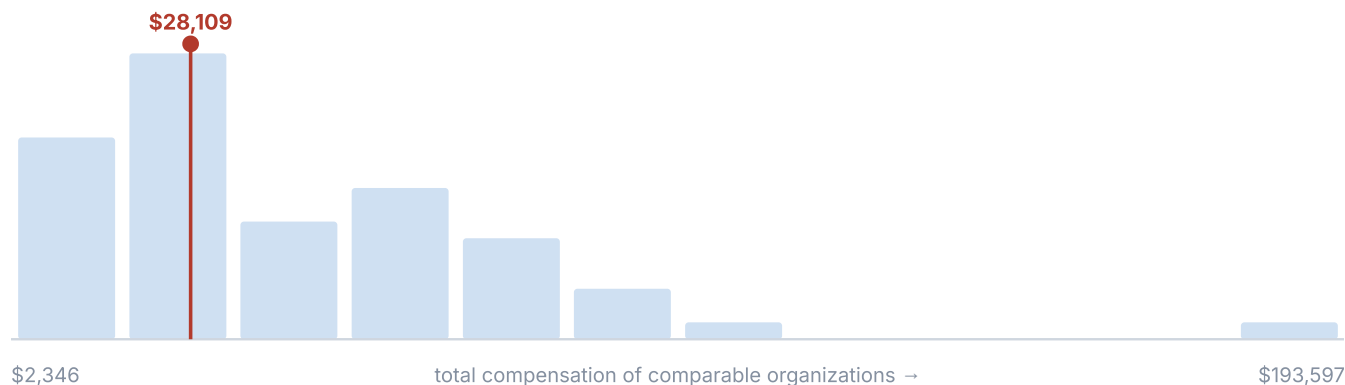
BUDGET Total revenue between \$96,302 and \$215,602 — 0.67x to 1.50x the subject's \$143,735 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,314

\$20,904

\$33,557

\$61,000

\$74,870

\$28,109



● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oak Hill Apartments	CA	\$144,861	Secretary/treasurer	\$39,437	\$38,306	2024
Newburyport Affordable	MA	\$140,347	Executive Director	\$18,309	\$18,507	2024
Lexington Senior Center Inc	MO	\$138,378	Executive Di	\$58,000	\$69,101	2024
Stanton Accessible Apartments	CA	\$138,256	Ceo	\$61,000	\$61,000	2023
Wisconsin Rapids Figure Skating Club Inc	WI	\$150,751	Program Director	\$2,075	\$2,375	2025
Ocl Properties Xiii Inc	NY	\$136,186	Chief Financial Officer	\$73,290	\$74,495	2024
Ascendant Neighborhood Development	NY	\$135,879	Executive Dir/ President	\$185,000	\$193,597	2023
Mount Zion Community Development Inc	NC	\$155,327	Executive Director	\$72,334	\$84,072	2024
Wentworth Corporation	RI	\$131,813	President	\$52,490	\$58,288	2023
Trans Housing Coalition Inc	GA	\$156,187	Executive Dir.	\$89,470	\$104,181	2023
Mid-peninsula Murphy's Inc	CA	\$157,402	Cfo / Assistant Secretary	\$77,467	\$75,244	2024
Fox Township Manor Inc	PA	\$158,421	Director	\$34,650	\$38,868	2024
Cannelton & Neighbors Development Inc	IN	\$158,750	Executive Director	\$13,950	\$16,548	2024
Asi - Anoka County Inc	MN	\$127,371	President/tr	\$68,006	\$73,639	2025
Housing Continuum Inc	IL	\$160,761	Executive Director	\$30,156	\$34,333	2023
Whitehaven Economic Development	TN	\$126,000	Executive Di	\$50,710	\$59,958	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mobile Accessible Housing Inc	AL	\$125,332	President/ceo	\$53,238	\$63,028	2025
Prairie Haven Inc	IA	\$162,717	Top Management Official	\$19,545	\$24,783	2023
Narragansett Affordable Housing Inc	RI	\$163,584	President	\$37,500	\$39,404	2025
The Rise Center	OH	\$165,354	President/ceo	\$76,379	\$90,997	2024
Interstate I Affordable Housing Inc	NY	\$121,716	Vice President	\$39,986	\$40,644	2024
Bagley Housing Association	MI	\$121,214	President & Ceo	\$39,383	\$45,725	2024
Central Louisiana Independent Living Center	LA	\$120,619	President/ceo	\$21,418	\$26,529	2024
Blackrock-riverside Neighborhood	NY	\$119,062	Finance (Through 5/24)	\$2,308	\$2,346	2024
Sohum Housing Opportunities	CA	\$117,355	President	\$5,310	\$5,310	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 56 organizations. Compensation range \$2,346–\$193,597; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$143,735); for reference, expenses \$684,388 and assets \$5,996,534. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Janice E Jensen, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	39 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	84 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Janice E Jensen) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 56 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,109 is reasonable (approximately the 39th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.